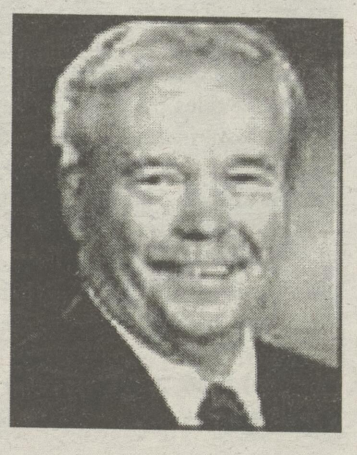
Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — March/April 2002 # 200

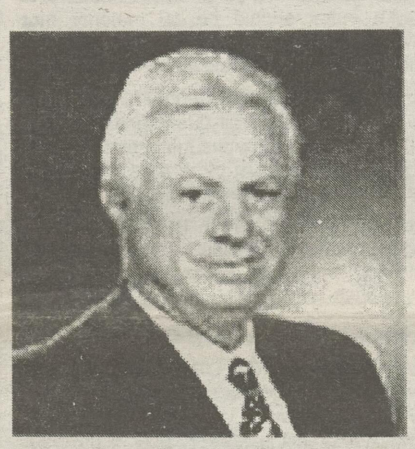
Who Wants to Raise Your Dues?

These Teamster Officials Do!

Name	# of salaries	Total Comp.
James P. Hoffa	1	$262,200
C. Thomas Keegel	1	261,664
Rome Aloise	3	162,108
Danny Barton	4	132,874
Bob Belans	2	106,463
Joseph Bennetta	2	122,275
Joe Bernstein	2	222,142
Robert Bouvier	1	119,470
Lawrence Brennan	3	184,090
Randy Cammack	3	225,408
George Cashman	3	$208,137
Jack Cipriani	4	211,204
John Coli	2	260,864
Dan DeSanti	3	189,464
Donald DiLeo	2	130,469
Patrick W. Flynn	2	256,200
Fred Gegare	3	205,139
Frank Gillen	4	207,855
Keith Gleason	3	133,243
John Harren	1	200,345
Carroll Haynes	3	225,271
William Hogan, Jr.	4	194,916
Roger Insprucker	4	118,872
Tyson Johnson	3	159,841
Daniel Kane, Sr.	3	175,657
Patrick Kelly	1	126,884
Bill Lichtenwald	3	123,950
Walter A. Lytle	2	206,138
Chuck Mack	3	208,740
Ron McClain	2	154,243
Stuart Mundy	3	168,322
John Murphy	2	198,541
Thomas O'Donnell	2	257,973
Howard Redmond	2	131,047
David Robinson	3	$131,283
Jim Santangelo	3	285,029
Carlow Scalf	1	193,002
Lester A. Singer	4	234,494
John Steger	2	161,187
Ralph J. Taurone	3	199,773
Dennis Taylor	3	116,600
Jerome Vercruse	2	119,552
Jerry T. Vincent	3	168,542
Richard Volpe	2	192,193
John Williams	3	131,924
Ken Wood	3	170,962
Philip E. Young	3	215,569
Fred E. Zuckerman	4	170,213



Tom Keegel
Blue Ribbon Commission Chair
$261,664 total compensation for 2000



Jim Santangelo, Western Region VP
Blue Ribbon Commission member
$285,029 total compensation for 2000

The 48 persons listed above are members of the Blue Ribbon Commission on Teamster Finances, appointed by President James Hoffa. Compensation shown is for the year 2000, taken from financial reports filed by our union with the Department of Labor.

These high-paid officials want to raise your dues by a half-hour's pay per month (a 25 percent hike), without giving you a vote on it.

If they would just each limit their own compensation to $100,000, our union would save $3,942,332 per year that could be put straight to work building a strike fund and supporting organizing campaigns.

TDU, along with concerned members and some officials, are callling for any proposed dues hike to be put to a vote of all Teamster members.

While we share a variety of opinions about the dues hike proposal, we all agree that giving the members a vote is the best way to bring about a more acceptable proposal and maintain accountability in our union.

To find out more about the proposed dues hike and the campaign to defend our right to vote on it, see page 3.

Be Part of the National Organization Defending Teamsters' Rights

TDU has spearheaded the campaign for members' right to vote on any dues hike. If you want to be a part of the national organization of Teamster reform, use the form at right to join TDU today!

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch*.

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local _____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/_____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations *only* from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters From Our Members

A Bribe to Locals?

Having read the initial report from the Blue Ribbon Commission, I have to take issue with the amount of the proposed increase that is to go to the local unions.

The commission complains that while locals' income has increased with increased wage scale, they have lost $1 per month, per member, since 1994 due to the special assessment. So why not just increase the dues by $4.90 instead of the proposed $8 increase? ($3.90 for the IBT and $1.00 for the locals versus $3.90 for the IBT and $4.10 for the locals.)

I believe the reason is that without a hefty increase in local income, the delegates — most of whom are officers — would not approve the increase.

Andy Damis
Local 2000, Northwest Air
Seattle

Putting Politics Aside on Dues?

I am a UPS feeder driver in Sacramento, Calif., Local 150. I ran on the Rank & File Reform slate as a delegate candidate; two of my fellow slate members were elected and will be attending the Special Convention. They know its going to be an act of futility to express the dissenting opinion at the convention, but are dedicated and determined to do so.

I attended a meeting at the Local 150 hall to inform and address questions about the proposed dues increase. The meeting was led by Pat Szymanski (IBT general counsel) and Randy Cammack (Western Region VP). After listening to a lecture and slide show on why they need the dues increase — with graphs and screens filled with statistics, and rhetoric filled with innuendo blaming the previous administration and the division in the union which began back in 1991 for the current state of union affairs and finances — Cammack said, "Let's put politics aside, we need this dues increase."

I raised my hand to ask a question and was called on. I said "It's ironic you're saying we need to dispense with politics when your whole presentation has been filled with it. I endorse having some dues increase to fund the strike fund and organizing, and believe most everyone else does also. What I object to is the $97 million which is not going to either the strike fund or organizing. Why should I give you a half-hour's wage for what seven and a half minutes' work would pay for?"

I was answered with rhetoric about how over half of the money generated would go to the locals. No question asked by a rank and file Teamster was completely answered.

I requested another meeting be scheduled on a weekend so that the general membership could attend and voice their opinions, as the first meeting was attended primarily by BAs and officials, and was scheduled for their benefit.

The local has scheduled a meeting just for UPS workers on April 13, saying the hall would not hold the entire membership. I asked that all of our elected delegates be present, but was told they are busy people and can't be forced to attend.

Jay Domeny
Local 150, UPS feeder driver
Sacramento, Calif.

Show Us a Plan

I believe each member should hold the individual right to vote on a dues increase. I do not want money taken from my paycheck to be spent on country clubs and multiple salaries for the select few. I want to see the IBT behave responsibly and show me a decisive plan on how the extra money will be spent. So far, I have not seen a specific plan.

Aaron Biederman
Local 407
Cleveland, Oh.

Cut Multiple Salaries, Pensions

I thought Mr. Hoffa campaigned under the promise of not having to raise our dues. I think that perhaps an adjustment to the multiple salaries, pensions, and perks that are paid out to our administrators could raise enough money to support our strike fund without any increase in dues.

Tom Nagle
Local 384, UPS Feeder Driver
West Chester, Pa.

Eliminate Waste

Raising prices is the last thing businesses do to stay financially viable. Before that, they find and eliminate waste and inefficiency. The IBT should do likewise, but they haven't, at the International, or the local level.

When the waste of dues money spent on high salaries, multiple pensions, excessive perks, expensive vehicles, meetings at resorts, this upcoming special convention, extravagant expense accounts, paying the employee portion of employees' salaries, etc., is eliminated, I'll consider voting for a small dues increase. But with all that money saved, we probably would not need a dues increase.

Larry Parker
Local 986 Delegate
South El Monte, Calif.

Members Pay the Tab; Let Us Vote

I fully agree with TDU that members should have the right to vote on any dues increase. We, the hard working union members, are the ones paying the tab. Freeze some of those big pay increases for top brass and cut lots of other wasteful spending first. Then after all is said and done, see if a dues increase is warranted and bring it to the full membership for a vote.

Mark Stuppnig
Local 344
Milwaukee, Wisc.

Officials Not Fighting for Us

I have been a Teamster in the Airline Division for 14 years.

I'm sure some of you know that our union is in negotiations with UPS for the airline mechanics contract. Our negotiating team has not tried at all to get us a good contract. We are paying these guys to fight for us.

In my 14 years I have not seen any fighting except for our officials fighting to put more money in their pockets at our expense. So I vote NO on giving any more money to the union. Let me see a return on what I have already given

Jim Stark
Local 2727, UPS Mechanic
Louisville, Ky.

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How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.

TDU can be contacted by e-mail at:
tdudetroit@tdu.org
or on the World Wide Web at:
www.tdu.org

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217 Phone: (718) 624-7746. Fax: (718) 875-9336.
E-mail: tdu.east@verizon.net

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Chicago, Local 705
Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 311
Michael Ruscigno, New York Local 802

Members:
Willie Hardy, Memphis Local 667
Homer Lambert, Chicago Local 743
Tom Sheibley, Brockton, Mass., Local 653
Willie Smith, Columbus Local 413
Frank Villa, Los Angeles Local 630
Shelly Worley, Minneapolis Local 2000
Maria Zayas, Puerto Rico Local 901

Alternates:
Brian Chapman, Toronto Local 938
Michael Schaffer, Youngstown, Ohio, Local 377
Mike Brannan, Seattle Local 763

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in September 2001 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Alternatives to Dues Hike Plan to Get Hearing at Special Convention

Reform delegates to the Special Convention have proposed a series of amendments to the Blue Ribbon Commission's proposal for a dues hike. These amendments and the proposal itself will be voted on at the Special Convention on April 30.

Thanks to reform delegates, the Convention Delegates from your local union will have the chance to:

- support your right to vote on any dues increase
- limit the size of the dues increase
- increase funding for strike benefits
- cut wasteful spending by the IBT
- hold International Union officials accountable to the members

Here are the details.

Membership Vote

Reformers are proposing that, "Any proposed increase in dues adopted by the Special Convention shall only become effective if ratified by a majority of members voting in a secret ballot referendum."

Initially, the Hoffa administration tried to argue that a membership vote was illegal but they have abandoned that false argument. Hoffa adopted a new spin in a letter to UPS Teamsters where he argues that a membership vote on the dues hike would delay the needed increase in strike benefits.

But the reform proposal directs that the membership vote be held in May or June 2002 in time to put increased strike benefits in place by July—the same timetable as Hoffa's dues hike without a vote plan.

Let Members Vote

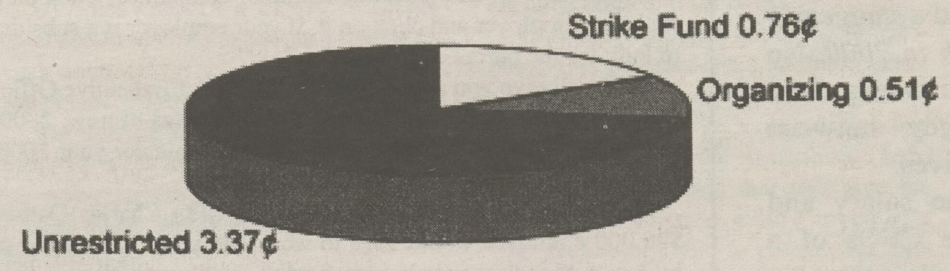
"We need to be drawing members into our union, not turning them off by imposing a dues increase with giving them a vote on the issue.

"That's why I support an amendment to the Blue Ribbon Commission proposal to let the members vote in a mail-ballot referendum on any dues increase adopted by the Special Convention.

"Some local officers from both the Hoffa camp and the reform camp have voiced support for members' right to vote on a dues hike. Encourage your local's delegates to do the same at the convention."

Al Adams
Local 407 Convention Delegate
Cleveland

Your 'Nickel per Hour'



Several officers from the Hoffa camp have publicly disagreed with the proposal to raise dues without a membership vote, such as Jim Cianciolo of Detroit Local 243, a major UPS local. Local 243 is also circulating their own petition demanding the Right to Vote.

$2 for $200 Strike Benefits

The Blue Ribbon Commission's dues hike proposal would raise dues by an average of $8 per member per month, but would dedicate only $1.32 per member per month to strike benefits.

A constitutional amendment proposed by reformers would correct this problem by raising dues by just $2 per member per month and using the entire increase to finance strike benefits of $200 per week for all Teamsters.

This amendment would reduce the proposed dues increase by 75 percent, but still manage to put more money into the strike fund than the Blue Ribbon Commission's proposal.

Under this amendment, public employees who do not have the right to strike would be exempted from the dues increase.

Cutting the Fat

Reformers have introduced an amendment calling on the IBT to build Teamster Power by cutting excess expenditures. The amendment states that, "No dues increase adopted by the Special Convention shall go into effect until the following cost-cutting measures have been put into place by our International Union..."

The cost-cutting measures include:

- a ban on multiple salaries for International Union officials
- an end to the International Union's practice of paying the employee portion of FICA taxes for IBT employees, except where required by a collective bargaining agreement
- the International Union shall cease paying for the housing of the General President and General Secretary-Treasurer (each of whom make more than $200,000 per year)
- the International Union shall not hold meetings, conference and golf outings at expensive resorts or country clubs
- Joint councils or other affiliates shall not hold union conferences or events outside of their geographic jurisdiction (like the recent New York Joint Council 16 Conference at a golf club in Florida!)

What you can do!

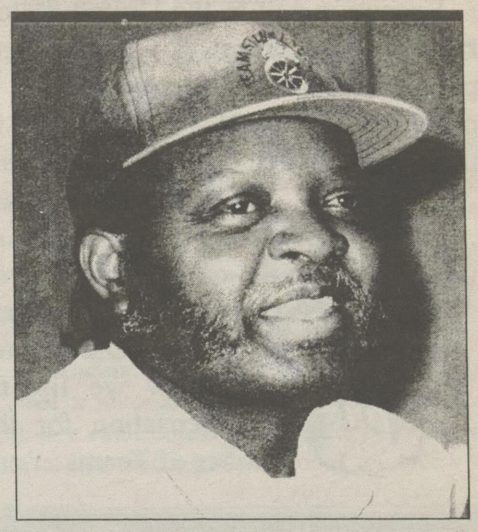
The delegates to the Special Convention from your local union will have the chance to vote for these amendments. But it's up to us, the rank-and-file, to make our opinions known to our delegates.

Get informed. The full text of these amendments as well as other useful information is available from TDU or on-line at www.voteondues.org

Lobby your Convention Delegates: Let your delegates know where you stand on the issues. If you're not sure who your delegates are, contact TDU or get the information on-line.

Pass a motion at a local union meeting: Members can pass a non-binding advisory motion urging their Convention Delegates to support members' right to vote on any dues increase and other reform amendments.

Join TDU. Our union needs a strong rank-and-file movement of members who believe in building union power, not officer perks. Join TDU today!



Slash Officer Perks

"I support the proposed amendment to the Blue Ribbon Commission proposal that will free up dues income to build Teamster power by slashing wasteful spending on perks for Teamster officials.

"The amendment blocks any dues increase from taking affect until the International Union stops paying multiple salaries to Teamster officials and puts in place other financial reforms, including a ban on meetings, conferences and golf outings at expensive resorts.

"Members work hard for our money We deserve to know that our dues dollars are being spent responsibly."

Charles Alexander
Local 763 Convention Delegate
Seattle

Members Demand Right to Vote on Dues Hike

Petition Drive Gathers Steam

Teamsters across North America are signing petitions demanding that Special Convention delegates give members the Right to Vote on any proposed dues increase.

Petitions are being returned to TDU from surprising places, including many areas where the reform movement has not traditionally had a strong presence. Members also continue to sign the petition on-line at www.voteondues.org.

The petition drive and membership opposition to the dues increase has had a ripple effect, causing some local officers to come out in opposition to the Blue Ribbon Commission proposal.

Local 177 Secretary-Treasurer Wayne Fernicola is a member of the Blue Ribbon Commission. But that didn't stop his executive board and business agents from sending a letter to Local 177 shop stewards opposing the dues increase. (See page 12 for an excerpt).

Other local officers who back Hoffa in Michigan, New Jersey, New York, and Ohio have also voiced opposition to the dues increase without a membership vote —as well as many reform officers and convention delegates.

Not Too Late to Build the Petition Drive

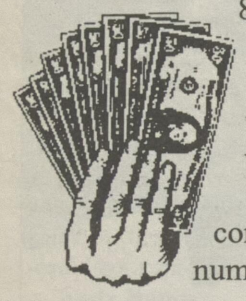
Copies of the petition are available from TDU or from www.voteondues.org. There's still time to make your voice heard and to gather petition signatures from your co-workers.

If you've been collecting signatures, don't forget to mail them in to TDU by April 15.

How Much Does the Top Boss of Your Company Make?

CEO Millionaires Club

Executive pay in the United States has been spiraling out of control, at a time when the salaries of poor and middle class people are barely keeping pace with inflation. The average CEO made 42 times the average blue collar worker's pay in 1980, 85 times in 1990, and a *staggering 531 times as much in 2000.* No other country even comes close to this discrepancy between workers and executives.



Below we list the salary and compensation for the CEOs of a number of Teamster employers.

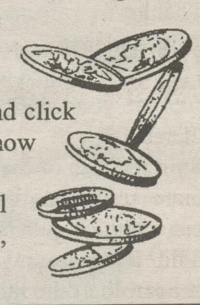
How Does Your Pay Compare?

To find out, go to www.aflcio.org/paywatch/, the AFL-CIO site for executive compensation data. On the right, under "LEARN MORE," click on "Find your company in the Executive Paywatch database."

This brings up an alphabetic listing of companies. Click on the first initial at the head of the listing, then find your employer and click on it. If your employer is a subsidiary, you will probably have to look for the parent company.

This will give you a page showing the Chief Executive Officer's pay and other income for the most recent year that data is available (as of now, 2000). Scroll down the page and click on "How you compare." On this page, you can enter your 2000 earnings and click on "Show Me" at the bottom.

For example, compared to SYSCO's CEO Charles Cotros' 2000 earnings, a typical $30,000 employee would have to work 140 years to earn the same pay. (Put another way, by Jan. 4 of each year he's earned what you'll work all year for.)



Teamster Employer	Parent Company (bold) or sector	CEO	Salary	Bonus	Total 2000 Compensation[1]	2000 Compensation and Stock Option Grants [2]
AMPCO	**ABM Industries**	William W. Steele	$632,942	$256,691	$889,633	$889,633
A & P, Farmer Jack	**A&P**	Christian Hub	660,000	112,475	805,219	2,209,368
Airborne	air freight	Robert S. Cline	650,000	0	663,999	2,200,323
Allied Systems	carhaul	Robert J. Rutland	403,400	0	403,400	403,400
Allied Waste Industries	wastehaul	Thomas H. Van Weelden	1,191,463	1,832,500	12,603,974	12,603,974
Anheuser-Busch	brewery	August Busch III	1,152,600	3,000,000	4,311,707	46,047,670
Aramark	laundry, food vending	Joseph Neubauer	1,000,000	1,200,000	2,200,000	2,200,000
Arkansas Best Freight	freight	Robert A. Young III	503,600	117,992	2,562,583	2,903,848
Boeing	drivers	Phillip M. Condit	1,359,231	1,978,200	18,697,991	18,697,991
Coca-Cola	bottling, warehouse, delivery	Douglas Daft	1,268,750	3,000,000	91,748,725	125,260,828
Conagra	food processing	Bruce Rohde	950,705	2,440,000	4,679,953	9,179,377
Consolidated Freightways	freight	Patrick H. Blake	328,561	400,000	728,561	728,561
Continental Airlines	mechanics	Gordon M. Bethune	966,879	2,145,540	3,112,419	3,112,419
Costco	warehouse	James D. Sinegal	356,731	175,000	551,066	8,022,213
Dean Foods	warehouse and distribution	Howard M. Dean	700,000	677,408	1,432,981	4,477,092
DisneyWorld/Disneyland	**Disney**	Michael D. Eisner	813,462	8,500,000	12,317,482	61,005,644
Emery	air freight	Gregory L. Quesnel	712,504	278,915	991,419	991,419
Fleming	warehouse and distribution	Mark S. Hansen	847,115	1,700,000	7,093,790	7,093,790
G & K Services	laundry	Thomas Moberly	395,000	0	439,817	909,422
Gannett	newspaper	Douglas H. McCorkindale	1,058,000	2,000,000	3,143,999	21,604,041
GATX	warehouse	Ronald H. Zech	700,000	477,627	2,186,958	6,218,087
Georgia-Pacific	drivers	Alston D. Carrell	1,200,000	1,800,000	3,064,749	9,640,310
Hertz rent-a-car	**Ford Motor**	Jaques Nasser	1,625,000	7,700,000	12,145,110	31,697,561
Honeywell	industrial	Michael R. Bonsignore	1,500,000	975,000	2,475,000	2,475,000
IBP	meatpacking	Robert Peterson	1,000,000	5,205,853	6,570,475	7,306,888
Interstate Bakeries	drivers	Charles A. Sullivan	800,000	0	800,000	800,000
ITT Industries	electronics & defense	Travis Engen	1,090,962	1,484,010	3,908,133	7,068,310
Knight Ridder	newspaper	P. Anthony Ridder	893,846	506,339	3,327,124	11,127,429
Kroger	warehouse and distribution	Joseph A. Pichler	1,069,231	865,415	7,144,831	12,810,949
Miller Brewing	**Phillip Morris**	Geoffrey C. Bible	1,750,000	3,000,000	13,673,778	45,794,705
Northwest Airlines	flight attendants	John H. Dasburg	567,432	1,050,000	3,473,546	3,473,546
Overnite	**Union Pacific**	Richard Davidson	962,504	0	4,712,761	4,712,761
Pep Boys	auto parts	Mitchell G. Leibovitz	825,000	0	948,678	948,678
Pepsi & Frito Lay	**PepsiCo**	Roger A. Enrico(3)	1	4,000,000	4,202,251	23,840,710
Praxair	gas distribution	Dennis H. Reilley	657,971	660,000	1,503,985	16,469,808
Roadway Express	freight	Michael W. Wickham	450,000	375,798	1,281,996	1,281,996
Ryder System	school bus drivers	M. Anthony Burns	825,000	250,000	1,714,191	3,088,384
Safeway	grocery	Steven A. Burd	870,000	1,657,000	2,527,000	104,751,268
Sears Roebuck	warehouse	Arthur C. Martinez	1,200,000	2,350,050	12,905,718	14,892
Sikorsky	**United Technologies**	George David	1,200,000	2,400,000	4,235,479	23,506,295
Southwest Airlines	mechanics	Herbert D. Kelleher	447,708	172,000	735,930	1,052,530
SuperValu	warehouse and distribution	Michael W. Wright	990,000	712,330	2,983,040	2,983,040
Sysco	warehouse and distribution	Charles H. Cotros	750,000	1,243,003	3,662,741	4,218,816
UPS	delivery	James P. Kelly	963,000	569,400	1,532,400	1,532,400
USFreightways	freight	John Campbell Carruth	600,000	532,800	1,138,750	4,162,786
Waste Management	wastehaul	A. Maurice Myers	850,000	1,010,700	1,894,198	6,254,621
Yellow Freight	freight	William Zollars	550,000	377,603	929,729	4,487,417

NOTES

Convoy Dispatch obtained compensation for the CEO Millionaires Club from annual proxy statements filed with the Securities and Exchange Commission for the latest fiscal year and from the AFL-CIO Executive Paywatch website www.aflcio.org/paywatch/. CEO compensation is listed for Teamster companies that are publicly traded. Private corporation compensation is very difficult to obtain.

1. Compensation: These figures include various executive perks such as insurance plans, tax reimbursements, luxury townhouses and savings plan contributions. Includes "other compensation" and "all other compensation" reported in proxy statements.

2. Stock Options: Many corporate officers receive the majority of their compensation in the form of options to buy company stock at reduced rates at some future date. We have evaluated the cash value of these options using standard procedures.

3. Pepsi CEO Roger Enrico paid himself only $1 in salary in 2000, but received a $4 million bonus and other compensation.

UPS's Technology Strategy and What it Means for Teamsters

By Charley Richardson

As contract negotiations get underway with UPS, Teamsters need to consider how UPS's technology strategy has changed in recent years and what needs to be done to ensure that the union will remain a powerful force at UPS.

UPS wants greater control over the work process

Technology is central to UPS's growth strategy. Over the last decade, UPS has spent a billion dollars a year on information technology. In addition, the company has hired a new CEO, Michael Eskew, who has been the company's top strategist and architect of its technology initiatives. The reason that UPS is putting such an emphasis on technology is because it believes that by separating the flow of information from the flow of packages the company can gain better control over the entire delivery system and increase productivity.

A few numbers show just how amazing the growth in technology at UPS has been over the last 15 years:

- In 1986 there were 100 employees in UPS's Information Technology division. By the mid-90s this had grown to about 4,000 and is over 5,000 today.
- UPS had 8,000 personal computers in 1991 and 90,000 in the mid-90s. Today it has 210,000.
- In the mid-90s UPS had 77,400 computers in the field. Now they have 91,000 with an additional 40,000 in service at peak time.

And UPS isn't stopping there. The company is in the process of implementing a new wireless scanning system that will allow it to tie virtually every employee in sorting centers into the computer system. They have also invested in a company called Savi Technology that makes radio frequency identification tags, which can be used to further automate scanning, sorting and delivery operations.

Technology's effect on Teamster members.

We know that UPS is not buying technology simply to be high-tech, or even just to be able to tell the customer where their package is. The technology is part of a plan to change the way they do business, including the ways that Teamsters do their work.

UPS has one of the largest computer databases in the world, for example, with vast amounts of information on customers, packages and the workforce.

The DIAD, now in its third generation, monitors and tracks every package car driver, giving UPS real-time information about, and control over, its delivery network.

Global Positioning Systems are being used to gather even more accurate data on delivery routes. Mapping and route optimization software uses the information that is gathered to ensure the "most efficient routing" — resulting in fewer drivers.

Voice Recognition Systems and Optical Character Readers are used to de-skill and automate sorting. Web-based communications and voice recognition are automating customer interaction. In 2001, for example, UPS had 4.8 million on-line tracking requests per business day.

Technology makes it much easier for UPS to integrate part-time workers into their system and to make use of a high turnover workforce, undercutting job stability. The highly automated Chicago Area Consolidated Hub (CACH), which has centralized sorting operations for much of the country, is the ultimate example of this, where new employees last on average only 12 days. And the new Air Hub in Louisville, which cost about $1 billion and relies primarily on part-time workers, can process 300,000 packages per hour, doubling the previous capacity.

Union members at risk.

The results for Teamsters include such problems as job loss, health and safety problems (such as repetitive strain injuries and stress related illness), increased work pace and workload and continuous monitoring.

Union strength is at risk as well. Technology allows the company to decrease their reliance on worker skills and knowledge. It is often used in ways that isolate workers from each other and undermine unity and solidarity.

Contract language needs to be proposed this year that will give union members access to information about the new technologies that UPS is purchasing and their impacts on the workforce. Language is also needed that will give the Teamsters increased ability to bargain over technology and to ensure that new jobs created in the course of technological change are unionized.

Charley Richardson works at the Labor Extension Program at the University of Massachusetts Lowell. He works with unions in all sectors on analyzing and dealing with workplace changes, including new technologies and new forms of work organization, and on avoiding the "tricks and traps" of joint labor-management or involvement programs. Charley is a shipfitter (heavy steel fabricator) by trade and worked in three different shipyards. He was a shop steward in the Boilermakers union and a safety observer for the Marine and Shipbuilding Workers.

Computer-based information systems allow UPS management to:

- Monitor the work of all employees, including package car and feeder drivers;
- Increase the flexibility of the system, easing the way for new services, greater use of temporary and part-time workers, and increased subcontracting of services;
- Automate functions and eliminate jobs;
- De-skill work and make the current workforce more replaceable;
- "Lean out" the work process, speeding up people's work and taking away any built-in breaks;
- Move work (especially clerical work) anywhere in the country (or the world).

UPS and Downs

Chicago UPS Bargaining Resumes.

Chicago Local 705 will resume bargaining for 10,000 UPS Teamsters in early April. Local 705 has an independent contract, not part of the national pact, giving all UPS Teamsters some extra leverage. In 1997, for example, Local 705 won 600 full-time jobs, a slightly better percentage than the 10,000 won nationally. Much of their contract is very similar to the national.

The majority on their negotiating committee of 25 are rank and file UPS workers. Unlike 1997, the International Union has not allowed any rank and filers at national bargaining.

In addition to the national contract, there are three separate Teamster-UPS contracts: Chicago Local 705, Local 710 (which covers downstate Illinois and much of Indiana), and the aircraft mechanics of Local 2727, who just rejected their tentative contract by a decisive 83 percent margin.

'Stealing Time' a Contract Issue.

If a driver takes the wrong route, is that "theft"? If a feeder driver stays 10 minutes too long on lunch, is that theft? If a driver on bonus/incentive makes a sheeting error, is that theft? UPS management sometimes answers all these questions "yes" and asserts the right to immediately fire a Teamster for "theft."

By calling such minor matters theft the company gets around innocent till proven guilty and the requirement of first giving a warning letter. They gut our contract, and the grievance panels often go along with it. It is time to insert language in the national and all supplements that theft cannot be used to refer to such matters.

UPS Execs Get Pay Hike.

UPS executives receive bonuses based on indicators such as profits and the price of UPS stock. In 2001 these number decreased, so bonuses fell as well. But don't start crying for the UPS brass yet. Top execs received higher salary increases last year that more than offset their loss in bonuses.

Despite net income falling 18 percent and profits decreasing by over 13 percent in 2001, the top five UPS executives received average salary increases of 12.7 percent. Current CEO Michael Eskew, who was an executive vice president last year, received a 21 percent salary bump to bring his total compensation to $953,864. Former CEO James Kelly received $1,617,567 in salary, bonuses, stock options and other compensation. That's more than $775 per hour, or over 50 times what the average UPS Teamster makes.

Bruno Backtracks on Grievance Procedure Giveaway.

The February *Convoy-Dispatch* reported that Local 396 Secretary-Treasurer Danny Bruno was trying to prepare his membership to give away their locally controlled grievance-arbitration procedure in favor of going to the panel system. Such a move would have been a disaster for members. But apparently rank and file outrage at this proposal finally knocked some sense into the bonehead. In the March 13 issue of the *Southern California Teamster* Bruno sings the praises of the local's current grievance procedure. "We are just one of a handful of locals across America that enjoy not only expedited grievance procedure but also five step progressive disciplinary procedure. This procedure is of the utmost importance and must remain intact," he wrote. Hey, that's what we said!

Strategies to Close the Wage Gap at UPS

Bargaining between the Teamster negotiating committee and UPS continues over noneconomic issues. But with the expiration of the contract only four months away, it's time to begin thinking about the economic issues that will soon be on the table. In this issue, ***Convoy*** *looks at the wage gap between different groups of Teamster members at UPS. In future issues, we will examine other important economic issues.*

Will Our Union Negotiate to Close the Wage Gap?

	Current Rate	Current Wage Gap	Plan 1: Retreat	Plan 1: Wage Gap	Plan 2: Status Quo	Plan 2: Wage Gap	Plan 3: Progress	Plan 3: Wage Gap
P-T Starting Rate	$8.50	$14.75	$9.00	$16.35	$9.50	$16.00	$12.25	$13.25
P-T Skilled Rate (seniority + 3 yrs.)	$11.00	$12.25	$11.50	$13.85	$13.50	$12.00	$17.00	$8.50
F-T Air/Combo (top rate)	$17.50	$5.75	$19.10	$6.25	$19.75	$5.75	$21.25	$4.25
Package Car (top rate)	$23.25	N/A	$25.35	N/A	$25.50	N/A	$25.50	N/A

Plan 1: Retreat

Three percent increases over a three-year contract for full-timers, 50 cent annual increases for part-timers, and a 50-cent increase in the starting rate.

Result: The wage gap gets worse.

Wage gap is calculated relative to the package car maximum rate.

Plan 2: Status Quo

75-cent increases over a three-year contract for full-timers, $1 annual increases for part-timers, and a $1 increase in the starting rate.

Result: Wage gap does not improve for most Teamsters and gets worse for new hires.

Plan 3: Progress

75-cent increases over a three-year contract for package car and feeder drivers, $1.25 increases for other job categories. Starting rate increased by $1.25 per year.

Result: Wage gap is closed significantly.

Unequal Pay

Some Teamsters are paid significantly more than others for the work they do. Large wage gaps give more power to the company by putting up barriers and dividing Teamsters at the work place. What's more, they don't make economic sense. Why is it, for example, that air drivers, who deliver the most profitable packages in the UPS system, are paid less than package car drivers? The contract gives us an opportunity to make significant progress towards closing the wage gaps between Teamsters at UPS.

Part-Timers in Double Bind

The wage gap affects part-timers at UPS the most. New hires currently make just slightly more than a third of what package car drivers earn. Even worse, it takes part-timers four years plus seniority to reach the top progression rate, while all other Teamsters at UPS reach the maximum rate two years after seniority. As a result, even after three years on the job a part-timer earns less than half of what a package car driver makes! Our new contract should remedy this situation by putting in place a two-year progression for part-timers similar to the ones already in place for all other Teamster job categories.

The Bonus Hocus-Pocus

There are many different ways to negotiate wage increases. However, not all of them are equal and not all of them help close the wage gap.

For example, a bonus is the worst type of wage settlement, because it doesn't accumulate over the course of time and because it doesn't fix the wage gap. Even a small raise is typically better than a bonus. For example, for a part-timer who works only just over 900 hours a year (3.5 hours per day), annual raises of 75 cents over a three-year contract are worth more than $4,000!

Flat percentage-based raises are better than bonuses because they accumulate over time, but they have the effect of making the wage gap worse. For instance, if all UPS employees were to receive a 10 percent raise over the life of a three-year contract, an employee currently earning $20 would earn $22 by the end of the contract, while an employee earning $10 would only earn $11 after three years. The wage gap would have grown from $10 to $11!

Dollar-Amount Solutions

Dollar-amount raises make the most sense in terms of putting real money in members' pockets and helping to close the wage gap. The 1997 contract provided raises of $.60, $.60, $.60, $.60 and $.70 over five years for most job categories and slightly more for part-timers. For package car drivers, these raises provided a boost of about three percent per year. For other UPS Teamsters, the percentage increase was greater. As a result, the wage gap was closed somewhat.

This year, UPS Teamsters have the opportunity to close the wage gap even more. UPS profits are at a near-record level and financial analysts are unanimous in declaring that the company is positioned for significant expansion in the coming years. We should set our sights high on a wage package that provides strong raises for the highest paid Teamsters while providing even larger increases for lower paid members.

A significant boost in the part-time start rate is the single most important action our union can take to close the wage gap at UPS. An increase in the start rate of $1.25 per year would narrow the wage gap between new hires and full-timers and allow part-timers with seniority to close the gap even more. Increases of 75 cents per year over a three-year contract for package car drivers, feeder drivers and car wash would keep these Teamsters the best paid workers in the industry and provide raises of just over three percent annually. Increases of $1.25 per year for all other Teamsters at UPS would go a great distance towards providing pay equity for all Teamsters.

The chart above shows the current wage gap between Teamsters at UPS, and the effect that different types of wage packages would have on the gap.

UPS Teamsters Use Rank & File Power

Airline Mechanics Reject Contract Overwhelmingly

UPS airline mechanics, members of Teamster Local 2727, have shown all UPS Teamsters how to use rank and file power. They voted by an 83 percent margin to reject the tentative agreement reached between the company and the union's leadership.

As a result of this rank and file unity, the mechanics are now aiming to get a better contract than Local 2727 and the Hoffa administration bargained.

Ninety-five percent of the 1,180 mechanics, utility workers, flight simulator technicians and maintenance controllers returned their mail ballots in voting down the proposal. The International Union endorsed the tentative agreement in January when it was first announced.

Rank and file mechanics claim that the local union leadership ignored the desires of the members in negotiating the contract. In a survey sent to members before bargaining began, members apparently stressed such issues as the need to do away with a lower-tier wage scale and the four-year progression it takes for mechanics to reach full pay. Recently, they have expressed concern with the introduction of a new health plan and the need for better retiree health care benefits. Most importantly, UPS mechanics are angry at the lack of communication between Local 2727's leadership and the members during negotiations.

Despite these serious concerns, the leadership of the local continues to stress higher wages as the reason that the contract was rejected. Local 2727 Secretary-Treasurer Jack Chatburn told the UPS pilot's association electronic newsletter that, "Right now on the surface it appears as though [the contract rejection] has to do with the compensation package."

Chatburn also reports that the local plans to survey the membership again to find out why the proposal was rejected. Responding to news that another survey would be sent to members, one UPS mechanic noted, "The same executive board is sending out the same old survey so we can list what we want again. We all feel it didn't work the first time and it won't the second."

The union will meet with UPS again to resume bargaining on April 23, 24 and 25 at the National Mediation Board.

Full-Time Jobs at UPS: Myths and Realities

As negotiations move forward over the creation of more full-time jobs, it is important to take a step back and cut through the myths and realities surrounding the issue.

Opening bargaining positions don't equal final agreements.

The Teamster national bargaining committee has proposed the creation of 3,000 new full-time jobs per year. Unfortunately, opening bargaining positions such as these are almost always reduced through compromise as bargaining moves forward.

The Teamsters opening bargaining position in 1997, for example, was the creation of 5,000 new full-time jobs per year. After tough negotiations, membership mobilization in the workplace and a two-week strike, we won 2,000 jobs per year.

Not all definitions of full-time jobs are equal.

Winning full-time jobs is not just about the number of jobs, it is also about how those jobs are defined in the contract. In 1997, we won a guarantee that each new full-time job would be created by the combination of two part-time jobs.

Contrast this with UPS's "Last, Best, and Final contract offer," which would have provided full-time "opportunities" for 10,000 part-time employees but only guaranteed 1,000 full-time jobs created through the combination of part-time positions. The other 9,000 "opportunities" were made up of openings created by normal retirement and attrition. Such an agreement would have given UPS a free hand to continue creating a higher and higher percentage of part-time jobs throughout the system.

Keeping the bigger picture in mind.

The fight for full-time jobs is important not only to provide better opportunities for part-timers but also to keep UPS from undercutting full-time positions by shifting work to part-timers.

In 1993, for example, over 60 percent of UPS Teamster membership was part-time. Without the 1997 contract victory, over two-thirds of UPS Teamsters would have had part-time jobs by 2001. Instead, because of the 10,000 new full-time jobs won in 1997, the percentage of UPS Teamsters who have part-time jobs has dropped to 57 percent in 2002.

What would it take to return the percentage of full-time jobs to half of Teamster membership? Assuming that overall UPS employment remains relatively stable, it will take approximately 3,500 new full-time jobs per year over three years to bring the percentage of full-time jobs up to 50 percent — an important goal our union should be aiming for.

Creating a 'Gold Standard' full-time job.

Of course, as all Teamsters know, not all full-time jobs are created equal. Full-time inside jobs, air jobs and combination jobs pay a significantly lower hourly rate than do package car, feeder and car wash positions. A primary goal of our contract fight should be to ratchet up all full-time pay to a "Gold Standard" represented by the package car rate.

In addition, there is no reason that long-time UPS Teamsters should be forced to go through a lengthy progression to move to a full rate of pay in full-time positions (or in part-time positions, for that matter). We should fight to shorten the progression as much as possible and fight to completely eliminate the double progression that forces a full-time combination employee to go through a second progression if he or she bids a package-car driver position.

The stakes are high.

The issue of full-time jobs is likely to be one of the hardest fought struggles in this year's contract. It is important that UPS Teamsters understand exactly what is *and isn't* a real full time job and let UPS management and Teamster officials know that we won't settle for less than the real thing.

Layoffs Show Need To Watch Contract Details

During the 1999 Norfolk Southern/ Conrail/ CSX railroad merger UPS was in need of qualified feeder drivers to handle the hundreds of loads grounded due to the rail service delays. A group of more than 20 package drivers at the Indianapolis 16th St. center moved to the 81st St. hub to take feeder jobs that UPS could not fill from that hub.

Now the recent economic downturn has caused layoffs at the 81st St. hub. Many drivers expected to return to driving a package car, as is customary in the Central Region. But because they transferred from another hub, they are out on the street. Employees with more time at 81st St., but less total seniority, are still working.

This illustrates the inadequacy of many layoff provisions in UPS supplements and riders.

Teamsters need to carefully review layoff provisions in any proposed agreement before they vote on it.

Below are a few general rules that make a layoff procedure fair:

- Employees are given credit for their service to the company as a whole, not just since their last job change.
- Employees promoted to a higher paid classification who then face layoffs should be able to return to their previous position with full seniority rights.
- Workers on long-term layoff should be allowed to relocate to other geographic areas without loss of seniority and with the right to return to their original position if work returns. This is provided for in some UPS/Teamster supplements.

Consider layoff language carefully. The paycheck it saves could be your own.

What Message Is Our Union Sending UPS?

Like most UPS Teamsters, I've received very little information from the International or my local union about the progress of national negotiations. But from the little I've seen and from my experience facing UPS management on a day-to-day basis, I think we're in trouble. Our union leaders have been talking big, but their actions show they're not serious about winning a strong contract. And UPS, as always, is prepared to take advantage of the situation.

The first clue to the hole we're in came in late February when we exchanged opening bargaining proposals. Our union's team arrived with a full set of proposals. UPS? They arrived empty-handed, bringing a document filled with blank pages.

Then, during the first week of bargaining in February, UPS management walked out of bargaining early, leaving our union bargaining team still seated at the table.

Finally, UPS bypassed our bargaining committee and went straight to the media to say that they expect an early settlement from the Teamsters. Instead of letting UPS have it and say that we plan to take full advantage of the leverage we will gain as bargaining moves into the summer, President Hoffa instead lamely suggested that there might be an early settlement if UPS gives Teamsters "everything they deserve." As if UPS management were simply going to roll over because we bang our fists on the table! Those of us who work at UPS know better.

Our union leadership's weak response to UPS muscle flexing sends a message that we can be pushed around. As we know all too well, Big Brown's managers are masters of manipulation. If you give them an inch, they'll take a mile. It's hard not to think that management has been testing our leadership. And that UPS management perceives weakness.

In 1997, UPS brought the same attitude to the bargaining table. But in 1997, our union's leadership refused to play games. They told UPS that if they weren't going to come to the table ready to bargain seriously, there was no point in coming at all. The result? By the time contract expiration began getting close over the summer, UPS was begging for an extension. We used this leverage, the strike vote and the strike itself to win a strong contract.

But UPS can see that the International has made virtually no effort to organize or even communicate with members about the contract. Without a realistic threat of organized members and a strike, the company has little incentive to take the union's proposals seriously. Maybe that's why we're getting so few reports from the bargaining table — because there is no progress to report?

Unfortunately, there is no easy solution to the mess we're in. But as members we do have the right to organize ourselves and put pressure on the union and management to negotiate a good contract. Of course, if the agreement that is reached is no good, we can also vote it down. The UPS mechanics just voted down their agreement by 83 percent. We should be ready to do the same.

David Thornsberry
Local 89, UPS, Louisville

Preparing Early for Contract is Key

What's Ahead for Canadian Carhaul?

The Eastern Canada Car Carriers Agreement, covering the majority of Canadian carhaulers, expires in October of this year. This year's contract will have serious implications for the future of union carhaul in Canada. It's time to start preparing now.

The Canadian carhaul industry is currently facing a major crisis, as in the U.S. The recession is taking its toll, with auto plant closings already announced in Oakville, Ont., and Ste. Therese, Quebec. Allied Systems, the dominant carrier, is losing traffic to competitors, and has closed several yards already.

Unlike the situation in the U.S., other unionized carriers like Leaseway and Cassens are picking up most of Allied's lost traffic, although some nonunion has begun creeping in. But since the Canadian contract doesn't have strong follow-the-work language, many high-seniority Allied drivers have been forced to give up their seniority and start from scratch as new hires with the new carriers.

Many carhaulers are concerned that management could use their current financial woes to go after concessions in contract negotiations later this year. Already Allied is attempting to push more costs onto drivers. In the U.S. they have already come out with a formal request for mid-contract concessions in the form of a wage freeze. On the Canadian side of the border they recently proposed a deal that would have allowed more company drivers to become independent brokers. However, the deal offered less than what existing Allied brokers get, and would have established a two-tier broker system at Allied. Members voted it down, but remain uneasy about what Allied might try next.

The carhaul employers have a coordinated strategy for getting what they want in the contract: more cost-shifting, more workforce "flexibility," and using company divisions to pit carhaulers against each other. With so much on the line this year, it's important tthat carhaulers develop a coordinated strategy of our own.

Instead of coming to the bargaining table with a laundry list of proposals thrown together at a few proposal meetings, our union needs to define concrete must-win goals that will set the standard for a good contract. To do that, it's important to start now.

What are some of those must-win goals? Although it's going to take a lot of discussion, there are a few key issues that need to be addressed:

- **Follow-the-work language:** Carhaulers shouldn't lose their job when their employer loses traffic. The U.S. contract has strong language that allows members to move directly to the company that takes over the traffic with no loss in seniority. It's time Canadian carhaulers got the same. One problem that will have to be addressed with follow-the-work language is how to make it fair for former Allied drivers who gave up years of seniority to follow their work when Leaseway took over their traffic.
- **Protect the border agreement:** In the past two years, Allied has already invoked emergency situations twice to temporarily violate the U.S./ Canada border agreement, a key job security provision, with little opposition from union officials. Management may see this year's negotiations as a golden opportunity to gain more flexibility by ridding themselves of the border agreement altogether. It will take strong action to stop them.
- **Stop the nonunion threat:** Currently Phil Powers is the only nonunion new car carrier in Ontario, but that could change drastically, as the U.S. situation has shown. The contract should include language to protect Teamster jobs and prevent the spread of nonunion carriers.

Convoy Dispatch welcomes comments and discussion from Canadian carhaulers concerned about fighting for a strong contract. To get involved, contact TDU.

Manipulating Fear

Allied Requests Wage, Benefit Concessions

In a March 26 letter to its employees, Allied Systems revealed that back on Jan. 8 they requested the elimination of the June 1, 2002, contractual wage increase and health and welfare increase. Incredibly, Teamster leaders never bothered to inform the 6,000 Teamsters employed by Allied about the details of this concession request made three months ago.

The International has rejected the deal; there is no way it could be accepted. Other carriers would immediately demand equal treatment, and any mid-contract concession must be voted on by members in a national referendum. Granting the freeze on health and welfare contributions would force carhaulers out of their benefit plans and into second-tier plans.

What is Allied Really After?

Allied claims that these concessions are needed to help the financially ailing company, and to deal with the growth of nonunion carriers, which are concerns on the minds of Allied's employees.

Management is playing on the fear of employees; no one wants to lose their job. The program is endless: CDs mailed to every Teamster, conference calls, letters, and even one-on-one meetings to go around our union and probe our weak spots. Management is manipulating fear more effectively than they are moving automobiles.

Are they simply trying to soften us up for next year's contract? Or setting up the union to take the blame for the company's problems?

One thing is certain: concessions will not save jobs or make them secure. Job security comes with a strong contract and a union that has a plan to defend our jobs and to aggressively organize the whole carhaul industry.

Freightlines

Countdown: One Year to NMFA.

The National Master Freight Agreement, covering 100,000 freight Teamsters, expires next March 31. The time for our union, and rank and file Teamsters, to plan is now. In addition to important pension and monetary issues, key issues include job security. Some of these are not high-cost items to the employers and are very winnable. Example: companies lay off a shift, then call casuals in to do the work. Some of the regulars won't accept day-by-day work, so full-pay regular work is converted to casual labor. This should be flat out eliminated. Example: in some supplemental areas turn-around bids are almost all six-day bids. The sixth day should be optional. This would create more road jobs as well as making the job more liveable.

Indianapolis Teamsters Talk Safety.

A number of Indianapolis Local 135 road and city drivers met March 15 with attorney Paul Taylor of the Minnesota based Truckers Justice Center to discuss safety issues. Taylor outlined actions that can be taken as a result of using rights won under Section 405 of the Surface Transportation Assistance Act (STAA). Taylor co-authored *The STAA Handbook* available from TDU.

Court Ruling Gives Overnite Important Victory.

In a setback for Teamster organizing, the Fourth U.S. Circuit Court overturned a National Labor Relations Board (NLRB) decision that would have required Overnite to recognize and bargain with Teamster locals at four terminals where the union earlier lost secret ballot elections. These locations included Lawrenceville, Ga.; Louisville, Ky.; Norfok, Va.; and Bridgeton, Mo.

The court sided with Overnite over bargaining orders and saved it as much as $3 million in disputed back pay for affected employees. The NLRB has 90 days to appeal to the Supreme Court but has not yet indicated whether it will do so. Teamster spokesman Dave Cameron stated the IBT might try to appeal the decision on its own, "but there's not much of a chance of success."

Too Many CF Trucks Run Slow.

CF used turned up trucks to set up runs in excess of 500 miles, but now has turned many of the trucks down to 58 miles an hour.

In all those changes of operations, CF has set up division runs and meet-and-turns that are close to 600 miles. Now suddenly CF turns the trucks down to 58 miles per hour and the runs are the same mileage.

When management dispatches a driver on a long run with a 58 mph truck they are challenging the driver to either falsify logs or to go to bed on the unmakeable run. You will never see CF write up a driver for falsifying logs to make a run with a 58 mph truck. *— Gary Gregory, Local 135 road steward, Indianapolis*

CF 2001 Finances.

CF posted a $104.3 million loss on $2.2 billion in revenue in 2001. CF has secured $45 million in new real-estate-backed loans from GE Capital. In a February conference call with stock analysts and media, CEO Pat Blake announced, "To any rumor-mongers out there, and I'm sure there are some, we are back."

TMI Picks Chair for NMFA.

James D. Staley, President of Roadway Express, has been elected chair of Trucking Management Inc. (TMI) and will head up negotiations with the Teamsters on next year's National Master Freight Agreement (NMFA). The TMI Committee also includes ABF, New Penn, CF, and Yellow.

Yellow Keeps Arthur Andersen.

Buried deep in an article from *Traffic World* covering the spin-off of nonunion subsidiaries Saia and Jevic, comes the news that Yellow Corp. will continue its long-standing relationship with its auditor, Arthur Andersen. This decision comes in the wake of the Enron debacle and as many other companies, Fed-Ex for example, have severed their ties.

Central Pa. Pension Fight Continues

Over 250 Teamsters met in Milton, Pa., on Feb. 24 to discuss and decry the state of their pension plan. Organized by the Central Pennsylvania Teamster Pension Reform Committee, rank and file members from seven of the eight affected locals gathered to learn about and make plans to combat the pension plan trustees' attempt to hijack their pensions.

The problem began in 1987 when the plan's trustees decided to move from their old defined-benefit plan to a defined-contribution (RIP) plan. At the time, the trustees claimed their old plan was fully funded and would never require any further contributions. It turns out they were wrong. Very wrong. And the trustees' estimates of how far off they were vary widely from one meeting to the next. One week they'll tell the members they are underfunded by $160 million and the next week they'll claim its about $103 million. The only thing that's clear is that they don't know what they are doing.

The current preference of the trustees is to make up the deficit from the defined benefit plan through a diversion of pension contributions of any participants in the fund younger than 51. This diversion will be anywhere from 20 to 35 percent of their yearly contribution, depending on age and years of service. This is money these younger participants would never see again, amounting to hundreds of thousands of dollars of lost pension benefits to many participants.

This diversion was to take place starting on March 1. However the efforts of the Reform Committee has led to at least a delay of implementation. The Reform Committee has generated local press coverage, attracted the attention of local politicians, including both of Pennsylvania's U.S. Senators, and led to an investigation of the fund by the Pension Welfare Benefits Administration (PWBA), a division of the Department of Labor. The trustees were forced to delay implementation pending the results of the PWBA investigation.

The Reform Committee believes that since the employers are legally liable for the pension fund shortfall the trustees should go after them for the deficit. But the trustees, led by Reading Local 429 President Thomas J. Rochowicz, have consistently refused to even consider this solution either in whole or in part.

The trustees solution to tax younger employees to fund the old plan is an employers dream — one that pits younger workers versus older workers while letting the employers completely off the hook.

The Reform Committee is comprised of 11 rank and file Teamsters from several Central Pennsylvania locals who have conducted a thorough study of the pension, its problems, and alternative solutions. The mass meeting in Milton was conducted in a professional manner, with every member of the audience given an opportunity to ask questions, receive well reasoned answers and speak their minds. Over $3,000 was raised in a collection at the meeting to fund future legal and organizing expenses.

Mass Meeting April 27

The next mass meeting of the Reform Committee is scheduled for Saturday, April 27 at 1 p.m. in Scranton (St. Mary's Center, 320 Mifflin Ave.). The Reform Committee is planning to eventually take its meetings to each of the eight locals in the eight counties where affected Teamsters live and work. As these meetings go on, further legal avenues are being explored, and the committee is keeping the pressure on at union meetings, with newsletters and petitions, more coverage in the local press and contact with politicians and government agencies.

For more information on the activities of the Reform Committee you may visit their website, www.saveourpension.org.

Local Union Elections

'We Might Have Won If ...'

Every year a third of all Teamster locals are required to conduct officer elections. Some, too many, go uncontested. But many are contested. TDU candidates run, and win, in many of these elections.

But each year there are a percentage of reform campaigns that fall short. Some take place under difficult conditions and fail to win for understandable reasons. Some are first tries, campaigns that help establish name recognition and experience but are not able to prevail.

There are also a number of campaigns each year that fall into the category of, "We might have won if only we had ..." The most common "if only" —- failing to start a campaign early enough to build momentum.

For fall 2002 elections, work should be underway now. Waiting until the last minute nearly always fails.

If you are planning on running for office this fall, here are some things that should be be done in the next few months. This article is just an overview. For more information contact TDU to talk to an organizer.

Fundraising

You will need enough money to conduct at least one first class mailing to the membership. Funds also will be needed for flyers, phone banking, telephone bills, t-shirts or other promotional items.

The slate will probably contribute a good share. But you will also want to reach out to supporters. An early raffle or petition fundraiser is also an excellent way to build up your contact list.

Platform

What are the issues you are running on? What makes your slate different? A good platform is critical. Otherwise, members will be inclined to see the election as a personality contest.

The platform can be developed early. It can also be used in early campaign literature, even if the full slate is not worked out, so members have time to get familiar with what you stand for. One possibility is to circulate a member survey on issues first. It is an excellent way to learn and to develop a platform that meshes with member concerns.

Charting the Local and Setting Goals

You will want to look carefully at each worksite in the local to decide how much support you have and how much you need to win. Start early and set target vote goals for each worksite (or shift or area). Develop these goals with key supporters and then review them regularly to monitor progress.

Education

This is also a good time to set up workshops for yourself, the slate and key supporters. A workshop on running for office is a must. It is also advisable to arrange at least one workshop on union administration and organization. This way, you have a better picture of what to expect if you win. This will be reflected in your confidence and the way you are able to talk to members.

Finally, by starting early you are showing that you are serious about running a good campaign and about winning. This will boost member confidence in your campaign.

TDU can help arrange workshops and assist with campaign organization. Contact us for more information. And get a copy of the TDU booklet ***Running for Local Union Office*** for all of your slate members.

Fair Dispatch Procedure and Meetings, Elected Stewards

New Brunswick Pipeline Teamsters Get Organized

Fed up with favoritism and not getting their concerns addressed, pipeline workers in New Brunswick, Canada are getting organized with TDU.

A group of over 80 pipeline Teamsters, members of Local 927, piled into a meeting hall on March 17 to discuss how TDU could help them get informed and start turning things around.

"This is about getting our democratic rights," said Larry Risteen, one of the main organizers of the meeting. "Before, we were just told to sit down and shut up if we tried to raise any concerns with our business agent. It's time for that to change."

Members at the meeting identified three key issues to address: making their hiring dispatch list public to prevent favoritism, organizing to exercise their right to elect stewards, and making sure their union craft meetings are run fairly and in accordance with their local bylaws.

After discussing their concerns, members agreed to form the New Brunswick chapter of TDU, and to launch a petition campaign around the right to elect their job stewards.

Although they're just getting started, Local 927 pipeline workers are already seeing results. "We got people's attention with this TDU meeting, no question," said Nelson Palmater, another main organizer. "People are calling me every day asking how they can help and how to join TDU. It's great to see pipeline workers finally coming together and standing up for our rights."

Running for Local Union Office:

How to Use Election Campaigns to Build Member Involvement and Transform Our Union

Price: $10

Please send me _____copies.

❑ check or money order enclosed

Visa/MC # _____ exp. ___/___

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, MI 48210

Workers Drive Two Hours to Win Right to Elect Their Stewards

Colorado Meatpackers Continue Union Reform Fight

In a display of rank-and-file power, more than 200 Local 961 Teamsters carpooled 90 miles to their March membership meeting and voted overwhelmingly to change their local bylaws to give members the right to elect their shop stewards by secret-ballot majority vote.

Up until now, the 2,000 Teamsters who work for the meatpacking giant Excel in Fort Morgan, Colo. — most of whom are immigrants from Mexico and Central America — have had a hard time getting the ear of their local union officials.

When 750 workers signed a petition asking the local to hold stewards elections and conduct regular membership meetings in Fort Morgan, as well as Denver, local officials didn't even bother to respond.

But Excel workers are making themselves heard now!

Workers approved the bylaws change by a vote of 209 to 31. In addition to mandating stewards elections, the new bylaw requires that there be a minimum of one steward for every 100 members at a worksite. Currently, the approximately 2,000 workers at Excel are represented by just four shop stewards — all of them appointed.

Two hundred members turning out to a union meeting for a vote would be noteworthy in just about any local. But it's especially extraordinary in a local where workers had to make a nearly two-hour drive to attend their local union meeting.

"So many people turned out because we want to improve our union representation and have more strength so we can fight for our rights," said Santos Chavez, who works in the fabrication department where workers process slaughtered beef.

"Supervisors shout and insult us. The company doesn't provide enough workers for each production line. Sometimes, the supervisors don't even let people go to the bathroom. We're fighting to have a stronger union so we can defend ourselves," Chavez said.

"It doesn't seem like Local 961 officials care about what we're trying to accomplish," Chavez continued. "After he lost the vote on the bylaws, the president just ended the meeting."

Workers Have Spoken. Will Local 961 Officials Listen?

It still remains to be seen whether Local 961 officials will respect the vote of the members. At the March membership meeting President Doug Whetstine told members that shop steward elections could not be held until next year!

The claim was a strange turnaround in the local's position on the issue. In the weeks leading up to the vote, local officials claimed that it was unnecessary to change the bylaws because they were in favor of holding shop steward elections and were planning to do so.

But it seems that local union officials may be whistling a different tune now that members have voted to mandate stewards elections.

For the record, the Local 961 executive board has the power to hold shop steward elections even before the bylaws change is approved by the International Union. Section 13(B) of the unamended bylaws state that stewards "may be selected and removed as the local Executive Board may direct."

In other words, the executive board could pass a motion ruling that shop stewards shall be elected and removed only by a vote of the members. That would bring the local's practice in line with the will of the members as expressed in the overwhelming vote to approve the bylaws change.

TDU Members Prepare Next Steps

Members have written a letter to IBT President James Hoffa asking him to approve the bylaws change and to instruct Local 961 officials to hold stewards elections immediately.

"People were very upset with the way that the meeting was handled. We followed the correct procedure and changed the bylaws. We are only asking to be given the rights that we deserve. Nothing more and nothing less," said Enrique Chavez.

Whatever strings Whetstine tries to pull to delay stewards elections, the Excel workers plan to continue moving ahead.

Excel workers will hold another TDU meeting in Fort Morgan this month where they will discuss how to organize to enforce their rights on the job and strategize about how to strengthen their reform movement in Local 961.

"We're not taking one step back now," said Zenaida Paloma.

The Fight for a New BA in Pennsylvania Local 773

Al Whiteman and Randy Gold
Local 773, U.S.F. Redstar
Allentown, Pa.

The Teamsters of Red Star, in Allentown, Pa.'s Local 773 have been doing everything we can think of to get rid of our BA, Gail Brown. We have phoned, petitioned, e-mailed and written to both local and International officers, so far all to no avail.

Gail Brown rarely takes the side of the grievant, leaving us without the full protection of the contract. When an issue arises Gail Brown either tries to confuse things or takes management's side.

When we gave a petition demanding that Brown be replaced to our local president, Dominick Buscemi, he arrogantly told us that he assigns the BAs, not us. When we went to the union meeting to raise the issue, Buscemi told our steward, Randy Gold, he would be ruled out of order and removed.

If Gail Brown is not replaced, we believe the International should come in to investigate a conflict of interest between our local's president and U.S.F. Red Star. Many of us suspect that President Buscemi is protecting his cousin Jim Doran, our terminal manager. The relationship between the company and the union is just too cozy.

Being a Teamster meant something to us. We held my heads high knowing that we were well represented, got a good salary, seniority and respect on the job. Since working at Red Star, with what we just mentioned, and the Central Pennsylvania Pension Plan in financial ruins, we are deeply concerned about the future of our local and its members. So we are asking the International to come to Allentown and look into our current situation, and help us get back our Teamster Pride.

Seattle Bus Drivers Fight for Jobs

Hundreds of Teamster school bus drivers and supporters rallied in March in a battle to keep union drivers piloting Seattle's children to school each day. The 350 Teamsters of Local 763 who work for Laidlaw Transportation have an excellent record of safety, competence and rapport with the kids, but the school board is considering awarding the contract to a nonunion company. The Teamsters have rallied broad public support in the fight to save good jobs and quality transportation for Seattle's school system. Any company we trust with our children should be happy to keep experienced drivers and able to pay union wages and benefits.

Save the Date!

2002 TDU Convention

Nov. 1-3

Cleveland Airport Sheraton

Make plans now to attend the most important Teamster event of the year. See future issues of ***Convoy Dispatch*** *for more information.*

Defend Yourself with Information from Your Boss

Using your union's legal right to acquire information from the employer can help you defend your rights and win grievances and arbitrations.

This right is established by the National Labor Relations Act.

Unfortunately, many members don't know about this right, and many union representatives don't use it unless members specifically ask them to.

This article outlines some of the basics of the right to information and how to use it. You will need more detailed information to effectively put this into practice. You can order two books from TDU that outline your rights under the grievance procedure in more detail (see ad below).

When can you request information?

The union may request information to:

- monitor the employer's compliance with the contract.
- investigate whether a grievance exists.
- prepare for a grievance meeting.
- decide whether to drop or prioritize a grievance.
- prepare for an arbitration hearing.

What can you request?

The obligation of an employer to provide information is extremely broad. It includes relevant documents, data, and facts. Information is considered relevant if it might be useful to the union or could lead to the identification of useful information.

How specific does the request have to be?

Information requests can be quite general. For example, employers must respond to broad inquiries such as:

"Please supply all documents or records which refer to or reflect the factors causing you to reject this grievance."

"Please supply all factual bases for the company's decision."

"Please provide all documents, reports, and other evidence utilized in making the decision to discipline the employee."

Management may complain that such information requests are "fishing expeditions," but this language has been upheld by the NLRB which has ordered employers to comply.

These kinds of requests can be extremely useful in nailing down management's position so that they cannot shift their argument later in the grievance procedure or at arbitration.

Other information requests can be very specific. The union is entitled to a wide variety of specific documents. See examples in the box accompanying this article.

What if management refuses to provide the information?

Refusals to provide information or unreasonable delays violate Section 8(a)(5) of the National Labor Relations Act. The union can file an unfair labor practices charge with the NLRB if the company refuses to cooperate with an information request.

Who can request information from the employer?

Only shop stewards and union officers can request information from the company. Although shop stewards can request information, if the employer is intent on blocking the request or stalling, the backing of the business agent can be crucial to winning an NLRB charge. So whenever possible, it is best to get your business agent on board with an information request.

What can you do with a timid business agent?

Many business agents aggressively use information requests as a tactic to win grievances. If you are worried that your business agent might not be eager to request the information, ask them to request information from the company and explain specifically *in writing* what information you would like them to request.

TDU can advise you on what information you should request to help you strengthen your grievance.

What Information You Can Request and When to Request It

Documents. The union is entitled to examine a wide variety of records to investigate a grievance or to prepare for bargaining. Examples include: accident reports, air quality studies, attendance records, bargaining agreements for other units or facilities, bargaining notes, bonus records, contracts with customers, suppliers and contractors, correspondence, customer lists, disciplinary records, employer manuals, guidelines and policies, evaluations, interview notes, investigative reports, job descriptions, memos, schedules, time cards, videotapes, wage and salary records.

Data. Employers must provide the union with lists, statistics, and other relevant data — even if management must spend hours or longer putting it together. You can request data on prior disciplinary actions, promotional patterns, and overtime assignments. Employers are not excused from producing relevant data because of the size of the union's request, although the employer can bargain on reimbursement for its costs. Requests for data going back five years have been enforced by the NLRB.

Facts. Employers must answer pertinent factual inquiries. For a misconduct case, ask for the names and addresses of witnesses and descriptions of their testimony. For an arbitration hearing, ask for the names of persons the employer intends to call to the stand.

Disciplinary grievance. When grieving disciplinary action, always request a copy of the grievant's personnel file. If unequal punishment is an argument in the case, ask for the names of other employees who have committed the same offense and the penalties imposed.

Contract interpretation grievance. When a grievance concerns disputed contract language, request the employer's bargaining notes from the session during which the clause was negotiated, the dates and contents of any union statements upon which the employer is relying, and descriptions of any incident which the employer says supports its position.

The Legal Rights of Union Stewards

The most popular manual in use today by U.S. labor unions, written by attorney Robert Schwartz. Easy to use question and answer format; useful for stewards and active members. $9.95

Grievances: Using the Grievance Procedure to Defend Our Rights and Build Power on the Job

The mechanics of the grievance procedure and organizing tips to involve members. $8

Please send me:

____ Legal Rights of Union Stewards

____ Grievances

Name _____ Local ____

Address _____

City _____ State ____ Zip _____

Return to: TDU, Box 10128, Detroit, Mich. 48210
Include check or money order or Visa/MC number and expiration

TDU Meets

ARKANSAS TDU
Saturday, April 13, 10 a.m.
Neighborhood Resource Center
3805 W. 12th St.
Little Rock, Ark.
For information call 313-842-2600

ASHTABULA, OHIO TDU
Last Saturday every even month
Saturday, April 27, 1 p.m.
Geneva Country Kitchen
1741 Route 534 at I-90
Geneva, Ohio
For information call 330-797-1541

BUFFALO, N.Y. TDU
Saturday, Apr. 7, 9 a.m.
Holiday Inn, Niagara Falls Blvd.
Amherst, N.Y.
For information call 313-842-2600

CHICAGOLAND TDU
First Sunday every even month
Sunday, Apr. 7, 10 a.m.
Cezar's Inn
5001 W. 79th St.
Burbank, Ill.
For information call 773-486-3831

FT. MORGAN, COLORADO TDU
Saturday, April 20
Time and location to be announced
For information call 718-624-7746

PUERTO RICO TDU
Saturday, April 6
Time and location to be announced
For information call 718-624-7746

SEATTLE TDU
Sunday, April 14, 12:30 p.m.
Renton Vocational Technical School
Building H, Room 102
3000 N.E. Fourth St.
Renton, Wash.
For information call 206-409-6362

SOUTHERN CALIFORNIA TDU
First Sunday every even month
Sunday, April 7, 10 a.m.
VFW Hall
101 S. Main St.
Pomona, Calif.
For information call 562-694-5831 or 760-951-4949

SYRACUSE, N.Y. TDU
Saturday, April 6, 11 a.m.
McShane's Restaurant
6801 Kinne St.
East Syracuse, N.Y.
For information call 315-254-5777

YOUNGSTOWN, OHIO TDU
Last Saturday every odd month
Saturday, May 25, 2 p.m.
Denny's Restaurant
4927 Mahoning Ave., Austintown, Ohio
For information call 330-797-1541

Locals Join Opposition to Dues Increase Proposal

Some local officials who support Hoffa have spoken out against the Blue Ribbon Commission's proposed dues increase.

On this page are excerpts from letters sent out by three locals, all Hoffa supporters, raising their concerns in opposition to the increase.

Most Teamsters see the need for a stronger strike fund and for money for organizing drives. There may be honest disagreement on how much in new funds needs to be raised and in what manner.

There is a solution:

LET THE MEMBERS OF OUR UNION VOTE ON ANY PROPOSED DUES INCREASE!

TEAMSTERS LOCAL 214

STATE, COUNTY & MUNICIPAL WORKERS

If you think that your Local Union membership will accept the proposed increase, then by all means, vote yes. However, **if you believe as I do that a dues/percapita increase will have a serious, negative impact on your ability to retain current members and organize new members, I *urge* you to voice your concerns BEFORE the convention, and to vote NO** on the proposed increase at the convention.

In solidarity,

Joseph Valenti
President

TEAMSTERS LOCAL UNION NO. 243

Your Local Union Executive Board and the elected Delegates and Alternate Delegates are not opposed to having a strong strike fund or money for corporate campaigns for a good contract or organizing the competition, because those things are necessary to strengthen our bargaining powers. In order to get these benefits they have to be paid for, which would require a dues increase. However, there is no reason why the members should not be allowed to vote on any proposal, which would increase their dues.

Local 243's Executive Board and elected Delegates and Alternate Delegates will not support any dues increase that does not allow for a vote of the membership. We also intend on sponsoring a petition calling for an amendment to the Constitution, which will allow the members the right to approve or reject any dues increase.

Fraternally,

TEAMSTERS LOCAL UNION NO. 243
Jim Cianciolo
President
Gregory J. Lowran
Secretary/Treasurer

TEAMSTERS LOCAL UNION NO. 177

The perception in many members' minds is that the Teamster bureaucracy is already bloated and acts irresponsibly with their dues money. This dues raise would compound the problem and have negative short term and long term effects on the morale of the Teamster rank and file.

It is for these reasons we ask that this plan be reconsidered. We cannot and will not support it. Alternate means of financial survival must be explored.

Fraternally,

Michael Purdue
President

Al Salvatore
Vice President

Victor Palumbo
Recording Secretary

James J. Ambrosio
Trustee

John Pirnat
Trustee

Charles Suozzo
Trustee

Allen Ambrogio
Business Agent

Robert Cherney
Business Agent

William R. Gibbs
Business Agent

Dennis Kaiser
Business Agent

Robert Lally
Business Agent

Stanley Widota
Business Agent

For a full copy of the letters excerpted here, contact TDU.